



Alberta Golf Diversity, Equity and Inclusion Policy

The Alberta Golf Association, operating as Alberta Golf ("Alberta Golf"), embraces an environment where diversity, equity and inclusion are cultural norms and where all individuals, regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability, are respected and valued.

Alberta Golf seeks to create welcoming environments that encourage and support engagement in the sport of golf so that Alberta Golf better reflects the rich diversity of Canada in all aspects of our organization.

The Diversity, Equity and Inclusion Policy, approved by the Alberta Golf Board of Directors, sets expectations for all Alberta Golf volunteers, staff and contractors. It also provides direction for working with our provincial/national partners and golf clubs/courses/facilities to better engage with under-represented groups in our sport and in our organizations.

Purpose and Scope:

- To promote the benefits, principles and opportunities of diversity, equity and inclusion within Alberta Golf and with provincial/national partners, golf clubs/courses/facilities and golfers/potential golfers.
- To build relationships with established organizations and groups of golfers of under-represented groups to learn about their goals and better understand and address the barriers faced by under-represented groups engaging in the sport of golf, so that we can identify opportunities for mutual benefit and/or mutual support and encourage participation of these golfers in Alberta Golf and golf clubs/courses/facilities.
- To encourage individuals of all demographic groups particularly those of under-represented groups to become involved in the sport of golf as players, members, volunteers, staff, supporters and spectators.

Benefits:

- Diversity, equity and inclusion will help to create environments which welcome everyone to be part of the sport of golf. Welcoming environments will help to increase the number and diversity of individuals and organizations involved in golf.
- Increasing the diversity of individuals and organizations involved with golf will help to bring new ideas, support growth in participation, increase the fan base and expand the number of qualified personnel to serve as volunteers and staff for Alberta Golf and golf clubs/courses/facilities.
- Individuals and organizations will access opportunities to participate in social, recreational and or/competitive golf, as well as being more aware of opportunities for involvement in golf as volunteers, staff, supporters and spectators.



Principles of Diversity, Equity and Inclusion:

- Equity is demonstrated by treating people fairly. This requires the removal of barriers and the creation of accessible and respectful environments, including any accommodations required to allow equal opportunities, equal access and equal benefits to participate so that people can achieve their personal potential in the sport of golf.
- Valuing diversity means respect and appreciation of differences in individuals and in groups and honouring and upholding human rights. It also means valuing various points of view and being open to new and different ideas.
- Inclusion ensures that everyone feels welcome, comfortable and that they belong.

Opportunities:

- To incorporate diversity, equity and inclusion considerations and strategies when developing/evaluating programs, setting/ reviewing policies, establishing procedures/rules, setting up premises/events at golf clubs/courses/facilities and in all aspects of staff and volunteer management.
- To engage established organizations and golfers of under-represented groups to support the strategic pillars of Alberta Golf.

Responsibility:

- The Board will ensure attention to diversity, equity and inclusion during their planning, oversight and policy development/approval activities.
- The CEO will ensure that Alberta Golf staff, volunteers and contractors are aware of the Diversity, Equity and Inclusion Policy and consider diversity, equity and inclusion during: program development, implementation and review; staff and volunteer management; and, during the development of management policies and operational procedures.
- It is the responsibility of all Alberta Golf volunteers, staff and contractors to uphold the principles of diversity, equity and inclusion in all of our activities and interactions and to identify any opportunities or gaps in the implementation of this policy.
- Alberta Golf will encourage and support golf clubs/courses/facilities to develop their own policies and strategies to encourage and support diversity, equity and inclusion.



Strategies:

- Specific strategies will be developed, implemented and evaluated on an annual basis and should include:
 - Outreach by Alberta Golf with established organizations and with golfers from under-represented groups, in order to better understand what can be done to further advance diversity, equity and inclusion in the sport of golf;
 - Educational/awareness strategies for Alberta Golf volunteers, staff and golf clubs/courses/facilities to advance the principles of diversity, equity and inclusion and encourage and support opportunities to grow the sport of golf with under-represented groups;
 - Local/provincial/national/international resources and successes related to diversity, equity and inclusion will be shared to provide ideas and motivation for others; and
 - Alberta Golf will stay informed about related work, policies, legislation and education that may benefit the advancement of diversity, equity and inclusion.

Learnings:

- Alberta Golf's CEO will report to the Board annually on efforts to advance our commitment to diversity, equity and inclusion. This will include learnings on: successes and how to build on them; challenges and how to overcome them; and, opportunities and how to pursue them.
- Board Members will annually share the initiatives that they have been engaged in to advance diversity, equity and inclusion in golf, including their learnings on successes, challenges and opportunities.

Related Policies:

- A number of Alberta Golf policies have content which support diversity, equity and inclusion. The following policies, as well as all Alberta Golf policies, can be found on the Alberta Golf website and are reviewed regularly to ensure continued relevance, accuracy and compliance with legislation:
 - Code of Conduct Policy
 - Conflict of Interest and Confidentiality Agreement
 - Safe Sport Policy
 - Privacy Policy
 - Transgender Persons Participating in Alberta Golf Events